From:	Elliott,Earl
Sent:	Friday, October 21, 2016 5:35 PM
To:	Fisher, Jeff; Nasser,Karrum
Cc:	Nation,Todd; Auler,Amy; Azar, George; Crossen,Martha; DeBaun,Curtis; Garrison,Neil; Morris,Don; Don Morris; Azar, George; Curtis DeBaun IV; Martha Crossen; Amy Auler; Bennett,Duke A; Ellis,Leslie; Edwards,Michelle
Subject:	Re: SAFER Grant & Overtime

Chief, Couldn't you start now with the list of 10 for one class and another class later with the new list   ? Earl

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From: Fisher, Jeff
Sent: Friday, October 21, 2016 5:05 PM
To: Nasser,Karrum
Cc: Nation,Todd; Auler,Amy; Azar, George; Crossen,Martha; DeBaun,Curtis; Elliott,Earl; Garrison,Neil; Morris,Don; Don Morris; Azar, George; Curtis DeBaun IV; Martha Crossen; Amy Auler; Bennett,Duke A; Ellis,Leslie; Edwards,Michelle
Subject: Re: SAFER Grant & Overtime

Karrum,
Good question. I apologize for not clarifying that part. The current list only has ten names left on it. We will be hiring 13, so we will need the new list for the remaining three people.
Thanks, Jeff
Sent from my iPhone

On Oct 21, 2016, at 4:59 PM, Nasser,Karrum <Karrum.Nasser@TerreHaute.IN.Gov> wrote:

Jeff

Thanks for the response to the councils question regarding the safer grant process.

One thing I am questioning , if there is a current list available now, why are we waiting until a new list is established? Especially if time is of the essence?

Karrum

From: Fisher, Jeff
Sent: Friday, October 21, 2016 3:32 PM
To: Nation,Todd; Nasser,Karrum; Auler,Amy; Azar, George; Crossen,Martha; DeBaun,Curtis; Elliott,Earl; Garrison,Neil; Morris,Don; Don Morris; Azar, George; Curtis DeBaun IV; Martha Crossen; Amy Auler
Cc: Bennett,Duke A; Ellis,Leslie; Edwards,Michelle
Subject: SAFER Grant & Overtime

Council members,

This email is in regards to the discussion and questions of the SAFER grant and the THFD overtime. When the SAFER grant was introduced at the city council meeting, we mentioned a savings $225,000 in Overtime. This savings was based on full staffing, for a full year. Due to the lengthily manner of our application and hiring process, this saving would not be seen until 2018. The processes are explain below.

This information has taken in account if very few issues arise during the hiring process. Hopefully the merit commissioners do not have any errors as they had with the last hiring list. We will keep a closer eye on this process to catch any problems.

Time line for creating a new hiring list, hiring, training and placement on shifts.

- Advertisement for the application period for accepting of applications, three weeks, 11/21 – 12/12.
- Testing, scoring, interviews (account for the holiday season). Grading and ranking of applicants. (per merit board rules, list must be established by February 24, 2017).
    - *This process will set the time frame for the rest of the hiring process.*
- Calling of applicants, PERF, physicals, (two months).
- Training starts approximately the end of April or first of May. (Four months of training, May – August).
- OJT, On the Job Training. 10 days for each Probationary FF, (September).
- October, on shift

Overtime based on current manpower (142) and figures based on July – October 2016, average $54,000 per month.

- January – September, $486,000
- October – December, based on $8,000 per month with full shift, $32,000.
- Total estimated OT for 2017, $518,000
- Suggested Overtime for 2017, $525,000.

Please keep in-mind, these figures are estimates only.

In order to see a sufficient savings ($225,000) in Overtime for 2017, hiring would need to be completed by the end on 2016, training started on January 1, 2017 and the new probationary firefighters on shift by June 1, 2017.

Please feel free to contact me with any questions.

Thank you,

Jeffery W. Fisher

Fire Chief

TERRE HAUTE FIRE DEPARTMENT

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